

# Cora Swaniawski

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## CORE SKILLS

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### Talent

Sourcing • Onboarding • Recruitment

### Operations

Benefits Administration • Payroll Coordination • HRIS (Workday/BambooHR)

### People Practices

Succession Planning • Employee Relations • Performance Management • L&D

### Compliance

GDPR

## SUMMARY

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Experienced HR Manager with 12+ years focusing on Retail. Known for menu innovation.

## EMPLOYMENT HISTORY

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### HR Business Partner — Weimann - Kautzer (2023 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 25%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 16 points.
- Led recruitment for 59 roles across EMEA/US, reducing time-to-hire by 31%.

### Talent Acquisition Manager — Wintheiser, Nolan and McCullough (2023 - 2025)

- Implemented a performance review program which improved engagement scores by 12 points.
- Led recruitment for 152 roles across EMEA/US, reducing time-to-hire by 27%.
- Rolled out benefits and L&D programs that increased retention in key teams by 8%.

### Talent Acquisition Manager — Yundt Inc (2018 - 2024)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 200 roles across EMEA/US, reducing time-to-hire by 38%.
- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 18%.

### HR Manager — Spencer - Watsica (2018 - 2023)

- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 97 roles across EMEA/US, reducing time-to-hire by 21%.

## EDUCATION

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B.A. Business Administration, Glover - Torphy Institute (2013)

## CERTIFICATIONS

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- SHRM-CP
- PHR
- CIPD Level 5/7